

CONFIDENTIAL

MEMORANDUM OF AGREEMENT
BETWEEN THE
FORT LEE EDUCATION ASSOCIATION
AND THE
FORT LEE BOARD OF EDUCATION

The following conditions set forth below will modify the parties' current collective bargaining agreement subject to ratification of the Fort Lee Board of Education ("Board") and the Fort Lee Education Association ("FLEA").

1. The contract shall be from the period May 1, 2010 – April 30, 2013. The 2009-2010 salary guide shall remain in effect for May 1, 2010-June 30, 2010. It is agreed and understood that all salary guides shall be in effect from July 1st through June 30th each school year.

2. Revise Article V (Salaries) as follows:

The parties agree that the following shall be the percentage wage increase for the term of the Agreement:

- a) Section 2.1.1 (Salary Schedule and Agreement) shall be amended as follows:

- Year One July 1, 2010-June 30, 2011 – 4.3% (Remains the same.)
- Year Two July 1, 2011-June 30, 2012 – 3.25% +\$150,000
- Year Three July 1, 2012-May 31, 2013 – 3.00%

The proposed salary guides are attached: Teachers, Secretaries, Custodial/Maintenance, Aides, Co-Curricular, and Coaches.

3. Article IX (Health Insurance) shall be amended as follows:

- As of July 1, 2010 all employees will be in the New Jersey School Employees Health Benefit Plan.
- As of July 1, 2010 all employees will be in the New Jersey School Employees Health Benefit Prescription Plan - Medco.

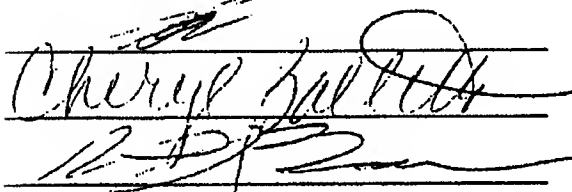
4. All other articles and terms and conditions of employment remain unchanged.

5. No layoffs in the 2010-2011 school year except for the following:

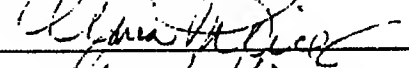
- Elimination and/or low enrollment in a program
- Additional state aid reductions over 10%

6. One Payroll Bookkeeper position eliminated in the Fort Lee Education Association contract and a twelve month confidential assistant to the Business Administrator position to be filled by the current employee at the same salary.

Fort Lee Board of Education

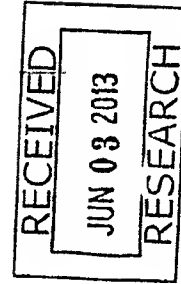


Fort Lee Education Association



for Joe

Page #	Article/Section	New Language
9	Article V Section 2.1	The salary guide for the school years May 1, 2010 through June 30, 2013, are set forth and made part hereof.
18-19	Article IX Section 5	Beginning July 1, 2010 each prescription shall be subject to a co-payment of \$3 generic and \$10 brand name. Mail order prescriptions shall be \$5 generic/\$15 brand name for a 90 (ninety) day supply. The board reserves the right, at its option, after notification to the Association, to change insurance carriers provided substantially similar benefits is provided.
19	Article IX Section 8	The Board shall provide a waiver equal to 25% of the premium of the level of coverage that an employee is entitled to. The waiver will be paid semi-annual installments (December 31 st and June 30 th) in amounts equal to 50% of the total waiver. No waiver shall be given due to any employee in which the New Jersey State Health benefit plan determines is ineligible for a waiver due to the prohibition of coordination of benefits.



COCURRICULAR ACTIVITIES LIST

CLASS A ACTIVITIES

Academic Decathlon
 Academy of Finance Internship Director
 Art Honor Society
 Asian Club
 Assistant Theater Director
 Assistant Choral Director – HS
 Band Wind Instructor – HS
 Bell Choir Director
 Brass Instructor
 Camera Club
 Computer Club – HS
 Computer Club – MS
 Drama Director + \$2,000
 Dramatics – MS
 Drill Technician
 Environmental Advisors – All Schools
 Foreign Language Club – MS
 Freshman Class Advisor
 French Club
 Future Teachers of America
 Greek Club
 Hebrew Club
 Industrial Arts – MS
 Interact Club Advisor
 International Thespian Society
 Italian Club/Italian Honor Society
 Key Club
 Latino Club
 Library Council – MS
 March Band Drill Instructor – HS
 Model UN Club Advisor
 Modern Music Masters
 National Honor Society
 Percussion Instructor
 Pioneer Business Advisor
 Science Club/Environmental Club
 Sophomore Class Advisor
 Spanish Club
 Spring Musical Director + \$2,000

Speech and Debate
 Student Council Advisor – MS
 Voice (Art and Layout)
 Voice (Literary)
 Yearbook Club Advisor – MS

CLASS B-1 ACTIVITIES

Elementary fine Arts Coordinator–MS
 Future Business Leaders of America
 Right to Know Program Coordinator
 Senior Class Advisor
 Social Problem Solving Coordinator

CLASS C ACTIVITIES

All Borough Orchestra Director
 Assistant Band Director-HS
 Band Director (Plus \$800.00 bonus)
 Cheerleader Advisor (Plus \$1,000.00
 Bonus for chaperoning JV and V basketball
 games)
 Chorus Director
 Color Guard/Winter Guard
 Dance Club
 Drama Director
 Math League
 SADD Advisors-All Schools
 Science League
 Secondary Fine Arts Coordinator 7-12
 Student Council Advisor

CLASS B ACTIVITIES

All City Band Director
 Assistant Cheerleader Advisor
 Band Leader – MS
 Chorus Director – MS
 Fort-Lee-der Advisor
 Intermedia (Art) – MS
 Intermedia (Literary) – MS
 Junior Class Advisor

Fort Lee Board of Education
Athletics

SALARY GUIDE 2011-2012

STEP	HEAD CLASS I	ASST CLASS I	HEAD CLASS II	ASST CLASS II	HEAD CLASS III	ASST CLASS III
1	\$ 8,673	\$ 6,402	\$ 7,601	\$ 5,782	\$ 4,750	\$ 4,440
2	\$ 9,756	\$ 6,940	\$ 8,714	\$ 6,334	\$ 5,193	\$ 4,646

SALARY GUIDE 2012-2013

STEP	HEAD CLASS I	ASST CLASS I	HEAD CLASS II	ASST CLASS II	HEAD CLASS III	ASST CLASS III
1	\$ 8,933	\$ 6,594	\$ 7,829	\$ 5,955	\$ 4,893	\$ 4,573
2	\$ 10,049	\$ 7,148	\$ 8,975	\$ 6,524	\$ 5,349	\$ 4,785

Class I Football

Class II Girls and Boys Basketball, Wrestling, Baseball, Softball, Girls and Boys Soccer, Volleyball, Track and Field, Cross Country

Class III Girls and Boys Tennis, Winter Track, Golf, Bowling

No employee can move more than one step per year, regardless of the number of sports or seasons coached.

There will be no loss of credit for Fort Lee coaching experience, regardless of interruption of coaching services.